

THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS ORDER TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)	
Highland Community School District, Public Employer,)	BU-0306
and)	
Highland Education Association, Certified Employee Organization.)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, a retention and recertification election pursuant to Iowa Code section 20.15(2) was conducted under the supervision of the Board. The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the employees in the bargaining unit voted in favor of retaining and recertifying Highland Education Association as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election having been filed as provided for in Iowa Code section 20.15(4) and PERB rule 621-5.4, the Board finds that an order of recertification should be issued.

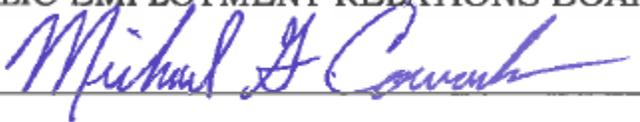
IT IS THEREFORE ORDERED that Highland Education Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Highland Community School District:

INCLUDED: Licensed classroom teachers, guidance counselors, licensed librarians, licensed nurses, or nurses holding statements of professional recognition, special resource teachers, department heads, head teachers and coordinators.

EXCLUDED: Superintendent, principals, non-professional school employees (custodians, bus drivers, bus mechanics, transportation directors, secretaries, teacher aides, and cooks), athletic directors, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa, this 7th day of November, 2017.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: 

Michael G. Cormack, Chair

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF)	
)	
HIGHLAND COMMUNITY SCHOOL DISTRICT,)	
Public Employer,)	
)	
and)	CASE NO 7916
)	
HIGHLAND EDUCATION ASSOCIATION,)	
Petitioner/Certified Employee)	
Organization)	

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 PUBLIC EMPLOYMENT RELATIONS BOARD

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20 13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No 110 and the certification of Highland Education Association, is amended to provide.

INCLUDED. Licensed classroom teachers, guidance counselors, licensed librarians, licensed nurses, or nurses holding statements of professional recognition, special resource teachers, department heads, head teachers and coordinators

EXCLUDED Superintendent, principals, non-professional school employees (custodians, bus drivers, bus mechanics, transportation directors, secretaries, teacher aides, and cooks), athletic directors, and all other persons excluded by Section 4 of the Act

Dated at Des Moines, Iowa, this 4th day of September, 2007

PUBLIC EMPLOYMENT RELATIONS BOARD

By: James R Riordan
James R Riordan, Chair

Copies to. Jay Hammond
Nick Smith
Coy Marquardt

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF
HIGHLAND COMMUNITY SCHOOL DISTRICT
PUBLIC EMPLOYER

AND
HIGHLAND EDUCATION ASSOCIATION
PETITIONER

Case No. 110

ORDER OF CERTIFICATION

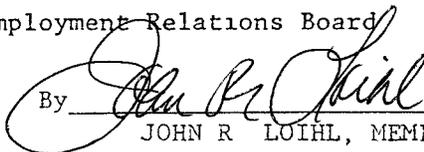
Now on this 27th day of June, 1975, the Board being advised that an election was conducted on May 31, 1975, pursuant to order of the Public Employment Relations Board and that Highland Education Association, an employee organization, received an affirmative vote of a majority of employees in the bargaining unit, and the Board having further found that the aforesaid employee organization has fully complied with all regulations of the Public Employment Relations Act and the rules and regulations thereunder,

IT IS HEREBY ORDERED BY THE BOARD that Highland Education Association, should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of Highland Community School District, a public employer, in the following bargaining unit

INCLUDED Degree and non-degree classroom teachers, guidance counselors, certified librarians, licensed or certified school nurses, special resource teachers, department heads, head teachers, athletic directors and coordinators

EXCLUDED Superintendent, principals, non-professional school employees (custodians, bus drivers, bus mechanics, transportation directors, secretaries, teacher aides, and cooks), and all other persons excluded by Section 4 of the Act

DONE by the Public Employment Relations Board

By 
JOHN R. LOIHL, MEMBER